
Appendix F – AI Goals & Timeline

2020-2025 Contra Costa County Analysis of Impediments Goals and Actions

In 2019, the Consortium undertook a regional Analysis of Impediments to Fair Housing Choice (AI) spanning all of Contra Costa County. The AI documents a variety of fair housing issues faced by the residents of Contra Costa County, assesses their underlying causes, and identifies goals and actions to address those issues. Actions taken to address the Analysis of Impediments goals will hopefully advance housing choice and stability, help families break the cycle of poverty and find new opportunities, address segregation, and invest in the communities that need it most.

This AI was a regional, collaborative effort by a number of local governments and public housing authorities: the Contra Costa County Consortium, which includes the cities of Antioch, Concord, Pittsburg, and Walnut Creek, and Contra Costa County (with the County representing the other incorporated cities and unincorporated areas of the County); and the Housing Authorities of Contra Costa County, Richmond, and Pittsburg.

The 2020-25 Analysis of Impediments to Fair Housing Choice for the Contra Costa HOME/CDBG Consortium contains 11 goals and various actions, spread over the five-year period, to work toward attaining these goals. Below are the goals, specific actions, and timelines to be undertaken in the next five years to advance the AI. The actions to meet these goals will start in 2020-2021, but may be an ongoing and/or a short-, medium-, or long-term goal depending on the complexity of the goal.

Goal #1: Increase available financial resources for affordable housing in order to better fund efforts to foster stable residential integration and increased access to opportunity.

- i. Explore a countywide affordable housing bond issuance that includes efforts to develop permanent supportive housing, to build affordable housing for families, and to preserve affordable housing in areas undergoing gentrification and displacement. Efforts to support a bond issue could include the posting of informational materials regarding the need for affordable housing and the possible uses of bond proceedings on government agency websites.
 - **Medium-term goal** – Consortium will continue to work with Ensuring Opportunity and other nonprofit organizations to help generate momentum and support for a bond measure for affordable housing to place on the ballot in 2022.

- ii. If bond does not pass, consider other sources for a Countywide housing trust fund.
 - **Short-term goal** – Consortium will survey different jurisdiction’s housing trust funds about the structure, eligibility of projects, funding sources, averages of funds, etc. by the end of FY2021; and explore the possibility to apply to state Housing Trust Fund programs.

Goal #2: Provide for the production of additional affordable housing through market incentives and improvements.

- i. Promote market rate housing to include affordable units, such as by promoting use of density bonuses
 - **Ongoing/short-term to immediate** – Consortium members will encourage developers to include density bonuses, and will develop or update materials to include flyers or other information, and update websites with materials.
 - **Short- to medium-term** – Consortium members will examine what other incentives are within their ability to provide during 2020-25. Members will develop a joint matrix of all possible actions, for reporting in the CAPER, and work with their respective planning and other departments to gain support for and implement actions.
- ii. Explore the production of units that are affordable by design, such as Accessory Dwelling Units (ADUs) and micro-units.
 - **Short-term**– All jurisdictions will implement newest State regulations concerning ADUs, including updating websites, ordinances, and other materials.
 - **Short-term** – Consortium members will consider applying for SB2 or LEAP funds with the intention to encourage ADU production by designing a model prototype, making them easier and less expensive to implement.
- iii. Evaluate options for streamlined processing of affordable housing developments
 - **Short- to medium-term** – Each jurisdiction will evaluate whether creating an internal policy for streamlining projects with over 51% of affordable housing units is possible.

Goal #3: Increase residential racial and ethnic integration by increasing the supply of affordable housing for families in high opportunity areas.

- i. Discourage or eliminate live/work preferences in inclusionary ordinances.

- **Short-term** – Including live/work preference puts jurisdiction at a disadvantage for receiving federal funds. Each jurisdiction that has an inclusionary housing ordinance will examine their language in the coming year, and determine actions to take if it exists.
- ii. Coordinate use of housing subsidies such as Project-Based Vouchers and RAD transfers of assistance with emerging opportunities to build or access affordable housing in high-opportunity areas (such as new bond measures or LIHTC development), in order to increase access to designated opportunity areas with low poverty rates, healthy neighborhoods, and high-performing schools among subsidized households.
- **Ongoing/short-term** – Consortium HOME funds will be prioritized to construct and rehabilitate multifamily housing in high opportunity areas; however, these areas are primarily located in the County’s wealthier areas, which have higher land costs, and development in these areas may not always be possible due to cost.
 - **Short-term** - Housing Authority will conduct training at Consortium meeting to ensure all members understand Project Based Voucher and RAD processes, and how to conduct warm handoff to the Housing Authority.
 - **Ongoing/short-term** - All jurisdictions will assist in coordinating housing projects with the Housing Authority to explore the use of Project Based Vouchers and RAD transfers of assistance.
- iii. Consider any affordable housing funding sources (including new sources such as bond funds) that create balance in the location of affordable housing throughout the county, by supporting the creation of affordable units, in particular for families, in high-opportunity areas.
- **Ongoing/short-term** - Consortium will explore bond measures and housing trust funds to emphasize/prioritize development in high opportunity areas, and create a strategy for 2020-25.

Goal #4: Increase the supply of permanent supportive housing for people with disabilities and services for people with disabilities.

- i. To the extent practicable, use affordable housing funds for the construction of permanent supportive housing in developments in which 10-25% of units are set aside for persons with disabilities. Affirmatively market units to individuals with intellectual and developmental disabilities, their families, and service providers, such as the Regional Center of the East Bay.

- **Ongoing/short-term** – Provide language about the preference for supportive housing set aside in the housing materials for funding requests including Request for Proposals (RFPs) and Notice of Funding Available (NOFAs).
 - **Short-term** - Consortium will develop a comprehensive list of agencies that serve a variety of disabled populations for use in outreach and to assist developers in marketing units that are ADA accessible.
 - **Ongoing/short-term** - Consortium members will ensure that developers will market accessible units to various agencies representing disabled populations.
- ii. Explore methods for nonprofit partners to assist in purchasing or master leasing affordable units within inclusionary market-rate developments, and set a portion of those units aside for persons with disabilities.
- **Medium- to long-term** – Consortium will ask their respective HUD CPD representative about using CDBG and HOME funds to master lease units for persons with disabilities, within an inclusionary rate development or other affordable housing developments.
- iii. Explore funding options for continuing community-based services or possible expansion of services, particularly for persons with psychiatric disabilities.
- **Long-term** – To increase familiarity with agencies serving persons with disabilities, the Consortium will a) Update and review Consortium list of organizations serving the disabled populations; b) Develop better understanding of the organizations’ work through presentation to Consortium, site visits, etc.; and c) Ensure they are included on the Interested Parties list and informed about applying for CDBG funding in the 2023-25 grant cycle.

Goal #5: Reduce housing discrimination and discriminatory barriers to residential mobility.

NOTE: Since the AI was adopted, the State of California passed legislation that added significant tenant protections. The Consortium members will review all strategies within this goal in 2020-21 and coordinate with the Fair Housing, Tenant/Landlord, and Legal Services providers to outline revised strategies and action steps. These strategies and their associated outreach and training components will then be incorporated into the provider contracts. Consortium members will develop messaging to inform residents of their rights under this new legislation. All actions taken will be reported in the 2020-21 CAPER (short-term goals).

- i. Educate landlords on criminal background screening in rental housing (using HUD fair housing guidance) and explore the feasibility of adopting ordinances.

- ii. Develop and disseminate a best practices guide to credit screening in the rental housing context in order to discourage the use of strict FICO score cut-offs and overreliance on eviction records.
- iii. Develop and distribute informational brochure on inclusionary leasing practices, including with licenses where applicable.
- iv. Increase outreach to LGBTQ and immigrant stakeholder groups to provide “know your rights” materials regarding housing discrimination.
- v. Continue and increase outreach and education activities for all protected classes.
- vi. Include education on new requirements of the Right to a Safe Home Act in outreach activities to both landlords and the public.
- vii. For publicly supported housing, develop protocols to ensure responsiveness to reasonable accommodation requests.
 - **2020-2021 Action, medium term** – Survey current housing providers on how they address reasonable accommodation requests, and potentially develop a plan to have them respond in a timely manner if they do not already.

Goal #6: Address barriers to mobility for families and individuals in publicly-supported housing, including Housing Choice Voucher participants.

- i. Provide mobility counseling and updated briefing materials to families with or eligible for Housing Choice Vouchers, including with regard to healthy neighborhoods and high-performing, low poverty schools.
 - **Medium-term** – Consortium members will work with the three Housing Authorities to develop materials, and Housing Authorities will distribute.
- ii. Provide block grant or other funding for security deposits (including for voucher holders).
 - **Medium-term** – Consortium members will solicit applications for and consider providing funding for security deposits and other interventions that assist lower-income households in staying or becoming housed.
- iii. Require developers to affirmatively market affordable units (especially in opportunity areas) to voucher holders throughout the county.
 - **Medium-term** – Consortium members will develop language to put into developer marketing plans, and ensure that they are connected to Housing Authorities to market units to voucher holders.

- iv. Implement measures to address source of income discrimination against Housing Choice Voucher participants and landlord reluctance to participate in the HCV program, including increased landlord support and contact, production of an owner's packet, and outreach and education (including workshops)
 - **Medium-term** – New State of California laws have made source of income protected. Consortium members will work with Fair Housing providers to educate landlords and tenants. Consortium members will develop resource pages to inform residents of the new legislation.

Goal #7: Reduce the displacement of low-income communities of color by enhancing protections for vulnerable tenants and homeowners and preserving affordable housing in areas that are gentrifying or at risk of gentrification.

- i. Explore the development of displacement mitigation or replacement requirements for any rezoning activities that could displace existing residents.
 - **Ongoing/medium-term** – Consortium members will ensure that planners and developers are informed of new State demolition replacement requirements (SB 330).
- ii. Explore the feasibility of adopting tenant protections, such as relocation costs, increased noticing, just cause, and rent control ordinances (as permitted by state law), to cover the unincorporated areas of the County and the Cities of Antioch, Concord, Pittsburg, and Walnut Creek.
 - **Ongoing/medium-term** - The City of Concord is considering an ordinance that adopts more stringent requirements than recent State legislation, including increasing the payment of relocation to \$5,000 or two times the current monthly rent, whichever is higher. Concord is also considering a minimum lease term policy whereby landlords would be required to offer their tenants the option of a 12-month lease. Concord will share information about their efforts to the Consortium.
- iii. Continue funding and support multi-agency collaborative efforts for legal services, including organizations that do not receive Legal Services Corporation funding and are able to represent undocumented residents.
 - **Medium-term** – Consortium members will explore enhancing and improving legal representation.
- iv. In tandem with investments in affordable housing development in low poverty areas, provide funds for the preservation of affordable housing in areas that are undergoing

gentrification or are at risk of gentrification, in particular in areas of high environmental health.

- **Short-term** – Consortium members that have areas undergoing gentrification or at risk of gentrification will explore means of providing funds for preservation of affordable housing.
- v. Encourage the donation of municipally-owned, tax-foreclosed properties to non-profit community land trusts to be rehabilitated, as needed, and preserved for long-term affordable housing.
- **Short-term** – Jurisdictions will investigate the process and identify means of monitoring to find such properties.

Goal #8: Increase access to opportunity through targeted public investments and efforts to increase economic mobility within Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs).

- i. Prioritize economic development expenditures in and around R/ECAPs including through the Northern Waterfront Economic Development Initiative.
- **Short-term** – Consortium members will examine R/ECAP areas, discuss possible economic development actions with ED staff, and identify possible projects and funding.
- ii. Prioritize funding for job training activities in and around R/ECAPs including for the types of industrial jobs created through the Northern Waterfront Economic Development Initiative.
- **Short-term** – No action in 2020-21, will examine potential jobs identified in i. above.
- iii. Prioritize infrastructure and streetscaping improvements in R/ECAPs in order to facilitate local retail development.
- **Short-term** – Consortium members will explore what infrastructure and streetscaping improvements may be needed in identified areas.
- iv. Engage with small business incubators, like West Contra Costa Small Business Incubator or the Richmond Commercial Kitchen, to expand to R/ECAPs within Contra Costa County or to provide technical assistance to start-up incubators within the County.
- **Short-term** – Consortium members will discuss previous efforts in developing small business incubators and meet with respective Economic Development staff to determine viability.

- v. Explore methods for providing low-interest loans and below-market leases for tax-foreclosed commercial properties to low-income residents seeking to start businesses within R/ECAPs.

- **Short- to medium-term** – This action will be deferred until 2021-22.

Goal #9: Increase and stabilize access to proficient schools.

- i. Create regular lines of communications between PHAs and staff with county and district school boards and school district staff to ensure that districts take into account the needs of low-income residents in redistricting and investment decisions, particularly for residents of public and assisted housing in the region.
 - **Short-term** – Develop a list of PHAs, county and school district staff to start the conversation.
- ii. To the extent possible, focus the development of new family affordable housing in school districts and school zones with lower rates of school-based poverty concentration, and incentivize new market rate multifamily development in high performing school zones to include more bedrooms in affordable apartments for families with children.
 - **Short-term**– Consortium members will identify such areas in their jurisdictions, and examine means of incentivizing development in these areas.

Goal #10: Increase coordination of housing and environmental health planning to support access to healthy homes and neighborhoods.

- i. Expand ongoing interagency connections to support weatherization, energy efficiency, and climate adaptation for low-income residents.
 - **Short-term** – Consortium members will prioritize such efforts in their housing rehabilitation programs, and have the program administrators leverage different resources to find rebates for the homeowners.

Goal #11: Improve inter-jurisdictional coordination.

- i. Explore an ongoing working group of representatives from Consortium, PHA, and local housing and community development staff, along with representatives of local and regional transportation, education, climate/energy, and health agencies.
 - **Short-term** – Consortium will meet to develop list of partners and potential goals for such partnership that will advance and support fair housing goals.